

# Emerald Coast Wildlife Refuge Inc

Executive Director / CEO

EIN 593286744  
 FL · NTEE D340  
 FY ending 2023-12-31  
 June 9, 2026

This analysis benchmarks the total compensation of **Pascal Robin, Executive Director / CEO** (\$43,200) against **every comparable organization** that fit the selection criteria — **21** in total — drawn systematically from IRS Form 990 filings, not a hand-picked subset.

Compensation sits at approximately the **29<sup>th</sup>** percentile of comparable organizations within the typical range

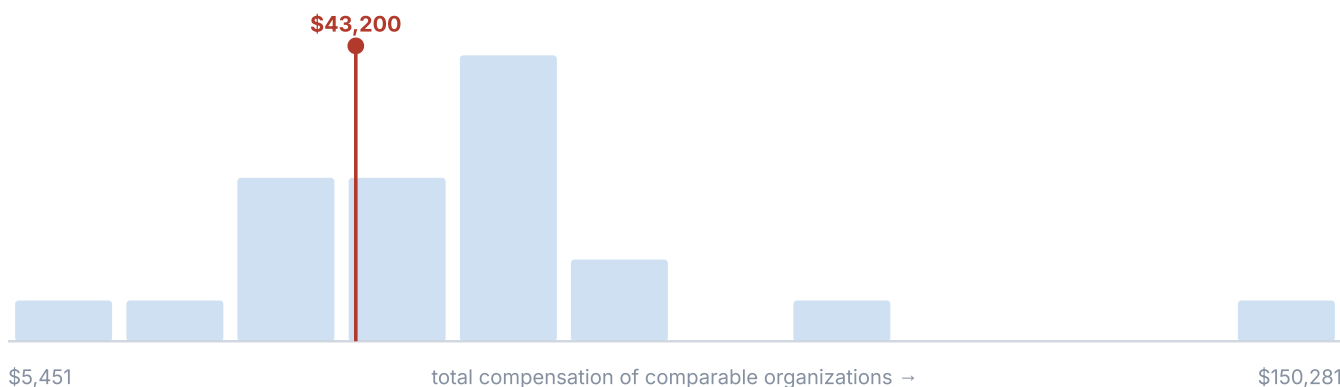
**Benchmarked executive:** Pascal Robin — reported title “EXECUTIVE DIRECTOR”, a **direct title match** to the Executive Director / CEO role.

## How comparable organizations were selected

SECTOR	Organizations sharing the subject's NTEE classification (D340).
BUDGET	Total revenue between \$306,102 and \$685,303 — 0.67x to 1.50x the subject's \$456,869 (the band tightens as size grows).
GEOGRAPHY	Same NTEE sector (D34), nationwide + budget 0.67–1.5x revenue.

**21** organizations qualified on sector, size, and geography → **21** within the band form the benchmarked peer set.

## Distribution of comparable compensation



\$32,515	\$41,200	\$53,920	\$62,497	\$67,100	\$43,200
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## ■ Comparable organizations

Each figure is Form 990 Part VII columns D + F (reportable pay plus other compensation and benefits; column F may include amounts from related organizations), normalized to FL cost of living (BEA RPP, 2023) and to its filing year (CPI-U); the reported amount is on each linked 990.

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Wildlife Sanctuary Of Northwest</a>	FL	\$457,165	Executive Di	\$32,515	<b>\$32,515</b>	2023
<a href="#">Idaho Reptile Zoo Inc</a>	ID	\$455,171	President	\$47,616	<b>\$53,920</b>	2023
<a href="#">Wildlife Center Of The North Coast</a>	OR	\$450,780	Executive Director	\$60,000	<b>\$57,611</b>	2024
<a href="#">Teller Wildlife Refuge Inc</a>	MT	\$474,608	Executive Director (Former)	\$87,300	<b>\$100,172</b>	2023
<a href="#">Woodlands Wildlife Refuge Inc</a>	NJ	\$437,114	Executive Di	\$69,711	<b>\$62,695</b>	2025
<a href="#">Apex Protection Project</a>	CA	\$487,387	Corrsp Sec	\$63,237	<b>\$58,126</b>	2023
<a href="#">Primate Rescue Center</a>	KY	\$420,752	Executive Director	\$59,998	<b>\$66,648</b>	2024
<a href="#">Animal Nation Inc</a>	NY	\$420,470	President	\$5,834	<b>\$5,451</b>	2024
<a href="#">Aark Wildlife Rehabilitation And Educati</a>	PA	\$417,859	Executive Director	\$65,077	<b>\$67,100</b>	2024
<a href="#">Peace River Refuge &amp; Ranch Inc</a>	FL	\$523,876	Treasurer	\$41,200	<b>\$41,200</b>	2023
<a href="#">Tony Fitzjohng Adamson African Wildlife</a>	CA	\$539,212	Field Director	\$70,000	<b>\$62,497</b>	2024
<a href="#">Wild West Wildlife Rehabilitation</a>	TX	\$555,864	Executive Di	\$46,251	<b>\$47,836</b>	2024
<a href="#">Sleepy Pig Farm Animal Sanctuary Inc</a>	NY	\$586,002	Secretary	\$36,000	<b>\$34,628</b>	2023
<a href="#">Sharks Pacific</a>	CA	\$322,725	Ceo	\$67,148	<b>\$61,721</b>	2023
<a href="#">Wild Wings Inc</a>	NY	\$320,133	Director	\$49,479	<b>\$47,594</b>	2023

ORGANIZATION	STATE	REVENUE	MATCHED TITLE	COMP (REPORTED)	COMP (ADJUSTED)	FY
<a href="#">Gentle Giants</a>	CA	\$319,643	President	\$30,000	<b>\$26,784</b>	2024
<a href="#">Wildwoods</a>	MN	\$314,229	Executive Di	\$47,714	<b>\$50,187</b>	2023
<a href="#">Newhouse Wildlife Rescue Corporation</a>	MA	\$644,165	Chairperson/head Wildlife	\$60,000	<b>\$57,394</b>	2023
<a href="#">Conservators Center Inc</a>	NC	\$652,917	Executive Director	\$34,565	<b>\$38,018</b>	2023
<a href="#">The Humane Society Wildlife Land Trust</a>	DC	\$657,667	Executive Director	\$165,632	<b>\$150,281</b>	2024
<a href="#">Wild Spirit Wolf Sanctuary Inc</a>	NM	\$682,669	Executive Dir.	\$39,375	<b>\$46,929</b>	2022

**Comp (reported)** is the figure on each organization's Form 990 (columns D + F); **Comp (adjusted)** normalizes it to FL cost of living and 2023 dollars. Click any organization to verify the figure on ProPublica.

## ■ Methodology

Comparable organizations were drawn from electronically filed IRS Form 990 returns and matched on sector (NTEE code), budget (a size-adaptive revenue band that tightens as the organization grows), and geography (same-state first, broadening only when too few peers qualify); every organization within the band forms the peer set. To compare fairly across regions and years, peer compensation is normalized to FL cost of living (BEA Regional Price Parities, 2023) and to the subject's filing year (CPI-U). The figure benchmarked is Form 990 Part VII, Section A, columns D + F — reportable pay plus other compensation, benefits, and deferred amounts (column F may include amounts from related organizations) — with the chief executive matched by role. Related-organization amounts (column E) and institutional trustees are excluded. Full methodology: [peerbasis.org/methodology](https://peerbasis.org/methodology).

## ■ Sample, role match & sensitivity

PEER COUNT	21 organizations. Compensation range \$5,451–\$150,281; filing years 2022–2025.
SIZE BASIS	Matched on total revenue (\$456,869); for reference, expenses \$447,601 and assets \$1,300,136.
ROLE MATCH	Pascal Robin, reported title <i>"EXECUTIVE DIRECTOR"</i> , benchmarked as Executive Director / CEO. The title maps directly to this role.
OUTLIERS	3 peers fall outside 1.5× the interquartile range — consider whether any reflect one-time payments (severance, deferred-comp payouts).

Sensitivity — the subject's percentile under alternative compensation definitions:

BASIS	SUBJECT PERCENTILE
Total compensation (D + F), cost-of-living + inflation adjusted — the PeerBasis default	29 <sup>th</sup>
Total compensation (D + F), as reported (no adjustments)	33 <sup>rd</sup>
Reportable pay only (column D), adjusted	29 <sup>th</sup>
All sources (D + E + F), adjusted	29 <sup>th</sup>

If the percentile moves materially across these definitions, the result is sensitive to methodology choices, and the board should weigh which basis best fits its facts.

### ● Rebuttable presumption of reasonableness · 26 CFR 53.4958-6

Compensation paid by a tax-exempt organization is presumed reasonable — shifting the burden to the IRS — when three requirements are met. This report supplies the comparability data for the second. The board should record the following in its minutes *concurrently* with its decision:

#### Draft board minutes – executive compensation

1. The compensation of the Executive Director / CEO (Pascal Robin) was approved in advance by [the Board / Compensation Committee], composed of members with no conflict of interest with respect to the arrangement.
2. Prior to its determination, the authorized body obtained and relied upon appropriate comparability data, namely the PeerBasis Compensation Comparability Determination dated June 9, 2026, comparing compensation against 21 similarly situated organizations (Same NTEE sector (D34), nationwide + budget 0.67–1.5× revenue).
3. The authorized body determined that total compensation of \$43,200 is reasonable (approximately the 29<sup>th</sup> percentile of comparable organizations) and documented the basis for this determination concurrently, on [date], by a vote of [\_\_ for / \_\_ against].

Sources: IRS Form 990 e-file data (apps.irs.gov); IRS Business Master File (NTEE classification). Every figure traces to an original public filing — click any organization above to verify it on ProPublica. PeerBasis is a service of Prismind Analytics; its [methodology is published](#), was commissioned for independent adversarial review, and discloses its own limitations. This report is comparability data to support a board's good-faith determination under IRC 4958; it is not legal or tax advice. Generated by PeerBasis on June 9, 2026.